Positive impact of registered nurses (RN) on clinical, health, organizational and health-system outcomes

- decreased mortality
- decreased infection
- increased patient satisfaction
- increased length of stay
- increased quality of care
- increased patient safety

Evidence of a growing RN human resource crisis

[Graph showing Ontario RN deficits over time]

Impact of staffing shortages on nurse wellness, pre-pandemic


   Percentage of nurses reporting role overload, Canada 2005

   - Often arrive early or stay late to get work done: 54%
   - Often work through breaks to complete workload: 62%
   - Often too much work for one person: 67%
   - Not enough time to do what is expected in job: 45%
   - Too much to do, unable to do everything well: 57%


2. CFNU's Mental Disorder Symptoms Among Nurses in Canada

   Staffing and workload

   73.2% of nurses reported feeling their institution/organization is regularly over capacity

   83.4% indicated regular staffing as insufficient or inappropriate in meeting the needs of patients

   Burnout symptom severity

   - 29.3% Clinical symptoms of burnout
   - 63.2% Some symptoms of burnout
   - 7.4% No symptoms of burnout

For 21 months (and counting) nurses have worked on the frontlines of the COVID-19 pandemic under wage-restraint legislation, Bill 124. As of Nov. 2021, nearly 600,000 persons in Ontario have tested positive for the COVID-19 virus, resulting in more than 10,000 lives lost.

### Intentions to leave

<table>
<thead>
<tr>
<th>Departure Potential</th>
<th>Percentage of Respondents</th>
<th>Ontario Background Loss Rate</th>
<th>Estimated Net Loss Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total retire 1 year</td>
<td>8.4%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Others very likely to leave post-pandemic</td>
<td>7.2%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total potential losses within 1 year</td>
<td>15.6%</td>
<td>4.8%</td>
<td>10.8%</td>
</tr>
<tr>
<td>2 years</td>
<td>21.1%</td>
<td>9.6%</td>
<td>11.5%</td>
</tr>
<tr>
<td>3 years</td>
<td>25.2%</td>
<td>14.4%</td>
<td>10.8%</td>
</tr>
<tr>
<td>4 years</td>
<td>29.7%</td>
<td>19.2%</td>
<td>10.5%</td>
</tr>
<tr>
<td>10 years</td>
<td>48.1%</td>
<td>48%</td>
<td>0.1%</td>
</tr>
</tbody>
</table>

### Canadian COVID-19 nursing workforce survey

Summarizing the potential for departure from nursing positions

- **25.7% (489)** Undecided
- **32.3% (616)** Have no plans to leave profession
- **12.6% (240)** Plan to leave profession
- **29.4% (560)** Plan to retire

### Work and Well-being survey

How would you rate the level of stress you have experienced in your job due to the pandemic?

- **31.6% (643)** Very high
- **28.7% (584)** High
- **1.3% (27)** Very low
- **6.0% (122)** Low
- **32.4% (661)** Moderate

Canadian Nurses’ Job-Related Burnout (Oldenburg Burnout Inventory)

- **67.9% (1940)** Burnt out
- **14.3% (409)** Normal
- **5.8% (165)** Exhausted
- **12% (344)** Disengaged

### Nurses have experienced real income loss through the pandemic

Number of new daily COVID-19 cases

- Nov. 7, 2019: Bill 124 received royal assent
- March 11, 2020: World Health Organization declares the COVID-19 outbreak a pandemic

Impact of staffing shortages on nurse wellness during the pandemic

- How would you rate the level of stress you have experienced in your job due to the pandemic?

- For 21 months (and counting) nurses have worked on the frontlines of the COVID-19 pandemic under wage-restraint legislation, Bill 124. As of Nov. 2021, nearly 600,000 persons in Ontario have tested positive for the COVID-19 virus, resulting in more than 10,000 lives lost.